

# House File 620 - Introduced

HOUSE FILE \_\_\_\_\_  
BY FORD

Passed House, Date \_\_\_\_\_ Passed Senate, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

## A BILL FOR

1 An Act establishing market factor teacher incentives for school  
2 district attendance centers located in areas that have high  
3 rates of crime and making an appropriation.  
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:  
5 TLSB 2520HH 83  
6 kh/nh/5

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1 1 Section 1. NEW SECTION. 284.11 MARKET FACTOR TEACHER  
1 2 INCENTIVES == LEGISLATIVE INTENT.  
1 3 1. The general assembly finds that Iowa school districts  
1 4 need to be more competitive in recruiting and retaining  
1 5 talented professionals into the teaching profession. To  
1 6 ensure that school districts with attendance centers located  
1 7 in areas that have high rates of crime have the ability to  
1 8 attract highly qualified teachers, it is the intent of the  
1 9 general assembly to encourage school districts to provide  
1 10 incentives for these hard-to-staff attendance centers. If  
1 11 moneys are appropriated for such purpose, this section  
1 12 provides for state assistance to allow school districts to add  
1 13 a market factor incentive paid by the school districts.  
1 14 2. A school district with one or more attendance centers  
1 15 that the department, in collaboration with the division of  
1 16 criminal and juvenile justice and planning of the department  
1 17 of human rights, has determined are located in an area or  
1 18 areas that have high rates of crime shall be paid annually, if  
1 19 the general assembly appropriates moneys for purposes of  
1 20 market factor incentives, an amount of state assistance to  
1 21 create market factor incentives for classroom teachers in the  
1 22 school district. Market factor incentives may include but are  
1 23 not limited to salaries, educational opportunities and  
1 24 support, moving expenses, and housing expenses for the  
1 25 recruitment and retention needs of the school district in the  
1 26 hard-to-staff attendance centers, improving the racial or  
1 27 ethnic diversity on local teaching staffs, funding to prepare  
1 28 a teacher to attain a license or endorsement in a shortage  
1 29 area, or funds to support educational support personnel in  
1 30 pursuing a license in a shortage area. The teacher quality  
1 31 committee established pursuant to section 284.4, subsection 1,  
1 32 paragraph "c", shall make recommendations to the school board  
1 33 and the certified bargaining representative regarding the  
1 34 awarding of market factor incentives.  
1 35 3. The allocations to a school district shall be made in  
2 1 one payment on or about October 15 of the fiscal year for  
2 2 which the appropriation is made, taking into consideration the  
2 3 relative budget and cash position of the state resources.  
2 4 Moneys received under this section shall not be commingled  
2 5 with state aid payments made under section 257.16 to a school  
2 6 district and shall be accounted for by the local school  
2 7 district separately from state aid payments. Payments made to  
2 8 school districts under this section are miscellaneous income  
2 9 for purposes of chapter 257. A school district shall maintain  
2 10 a separate listing within its budget for payments received and  
2 11 expenditures made pursuant to this section. A school district  
2 12 shall certify to the department of education how the school  
2 13 district allocated the funds and how the moneys received under  
2 14 this section were used.  
2 15 4. The department shall include market factor incentives  
2 16 when reporting in the annual condition of education report on  
2 17 the use of funds allocated for purposes of this section. The  
2 18 department shall review the use and effectiveness of the use  
2 19 of funds allocated for purposes of this section and shall

2 20 submit its findings and recommendations in a report to the  
2 21 general assembly by January 15, 2011, and each succeeding  
2 22 fiscal year following a fiscal year in which funds were  
2 23 appropriated for purposes of this section. It is the intent  
2 24 of the general assembly to appropriate funds in future fiscal  
2 25 years for purposes of this section based upon the department's  
2 26 findings and recommendations.

2 27 Sec. 2. MARKET FACTOR TEACHER INCENTIVES. There is  
2 28 appropriated from the general fund of the state to the  
2 29 department of education for the fiscal year beginning July 1,  
2 30 2009, and ending June 30, 2010, the following amount, or so  
2 31 much thereof as is necessary, to be used for the purposes  
2 32 designated:

2 33 For purposes of market factor teacher incentives pursuant  
2 34 to section 284.11, as enacted by this Act:

2 35 ..... \$ 5,000,000

3 1 EXPLANATION

3 2 This bill establishes market factor teacher incentives for  
3 3 school district attendance centers located in areas that have  
3 4 high rates of crime and appropriates \$5 million from the state  
3 5 general fund to the department of education for fiscal year  
3 6 2009=2010 to provide for state assistance to allow school  
3 7 districts to add a market factor to teacher salaries paid by  
3 8 the school districts to teachers in those hard-to-staff  
3 9 attendance centers. Incentives may include educational  
3 10 opportunities and support, moving expenses, and housing  
3 11 expenses; and funding to prepare education personnel to attain  
3 12 a license or endorsement in a shortage area.

3 13 The bill requires the teacher quality committee to make  
3 14 recommendations to the school board and collective bargaining  
3 15 representative regarding the awarding of market factor  
3 16 incentives. The bill also requires the department to submit a  
3 17 report on the use and effectiveness of the funds allocated for  
3 18 incentives, and states a legislative intent to reevaluate  
3 19 future appropriations for the incentives based on the report.

3 20 LSB 2520HH 83

3 21 kh/nh/5.1